

Terms of Reference (ToR)

for

Developing Capacity-Building Modules on Climate-Induced Gender-Based Violence (GBV) Risk Mitigation, Resilience Building, and Recovery Strategies for Women and Girls

A. Background

ActionAid is a global organization dedicated to promoting human rights and ending poverty. ActionAid believes everyone has the power within them to create change for themselves, their families and communities. ActionAid works in over 45 countries across the world with more than 15 million people with a ‘bottom up’ approach to decision making. Moreover, ActionAid Bangladesh works towards preserving women rights and eradicating gender-based violence in vulnerable communities. Women, girls, persons with disabilities, and children are among the most vulnerable during natural disasters, facing numerous challenges in sudden crises. Many women and girls, including those with disabilities, lack awareness and knowledge, preventing them from responding effectively to such disasters or developing adequate resilience plans. To address these challenges, it is essential to empower women and girls with the knowledge and skills to anticipate, cope with, and recover from climate shocks while strengthening their resilience against GBV risks.

B. Project Overview

The project aims to build resilience and strengthen GBV prevention and response mechanisms in climate-affected regions of Bangladesh. The frequency, severity, and duration of climate-induced and natural disasters are increasing globally, disproportionately affecting women and girls. Bangladesh is highly vulnerable to climate-induced disasters such as cyclones, floods, and river erosion, which disproportionately impact women and girls. These disasters increase risks of displacement, gender-based violence, loss of livelihoods, and restricted access to healthcare and education. Ensuring women’s safety, rights, and resilience in disaster response and recovery efforts is crucial for sustainable development. Evidence suggests that violence against women and girls (VAWG) tends to rise in post-disaster settings, driven by factors such as heightened life stressors, weakened law enforcement, high-risk environments, and pre-existing gender inequalities

To address these challenges, AAB, in partnership with UNFPA, has been implementing a project to strengthen and operationalize two Women Led Community Center (WLCC) in Noakhali district. The primary objective is to enhance climate resilience among women and girls by strengthening coping, adaptive, and transformative capacities to address climate-induced GBV risks and ensure access to multi-sectoral GBV response service.

Through the reinforcement of the Community Feedback and Response Mechanism (CFRM), the project aims to empower affected communities and ensure they have access to timely and accurate information on UNFPA programs and interventions.

C. Objective of the Assignment:

This assignment aims to develop capacity building modules for women and girls on climate-induced GBV risks and develop a resilience plan for recovery of the impacts.

Specific Objectives:

1. Design and develop a comprehensive capacity-building module for women, girls, and women with disabilities, aimed at equipping them with the knowledge and skills to anticipate, respond to, and recover from climate-induced shocks while addressing GBV risks. Deliver a ToT program to build the capacity of selected trainers, empowering them to effectively facilitate the capacity-building modules and ensure the sustainability of knowledge transfer within the community.
2. Equip participants with practical strategies for resilience planning, personal safety measures, and psychosocial support, enabling them to better navigate disaster challenges and develop long-term coping mechanisms.

D. Scope of the Work:

Bangladesh is one of the most disaster-prone countries in the world, frequently impacted by water-related natural disasters such as floods, riverbank erosion, and cyclones. The rapid pace of urbanization has further heightened the risks of earthquakes and man-made disasters. These natural disasters intensify gender-based violence (GBV) risks for women and girls due to social vulnerabilities, disrupted protection systems, and weakened social structures. In disaster-prone contexts like Bangladesh, the combination of environmental shocks and existing gender inequalities increases their exposure to various forms of violence.

The scope of work involves designing and developing comprehensive capacity-building modules fitted for women and girls to address climate-induced GBV risks. The modules will equip participants with the essential knowledge and skills to anticipate, respond to, and recover from climate shocks, while mitigating the risks of GBV associated with such shocks. The content will incorporate practical strategies for resilience planning, safety measures, and psychosocial support, ensuring that women, Women with disabilities, and girls are empowered to navigate climate challenges with confidence and adaptability.

E. Deliverables

Deliverable	Description	Timeline
Inception report	A detailed work plan outlining the methodology, timeline, and tools for developing capacity-building modules, integrating climate change adaptation and GBV risk mitigation strategies.	Submit within 2 weeks of contract signing, including a clear timeline for field visit and data collection plan.
Need Assessment findings (PPT version)	A comprehensive analysis of the intersection between climate change impacts (e.g., droughts, floods, cyclones) and GBV risks, identifying specific vulnerabilities and capacities of women and girls in the targeted areas.	Complete within 4 weeks, including data from at least 8 focus group discussions (FGDs) and 20 key informant interviews (KIIs) with women, girls, and women with disabilities and transwomen, project team, DWA office, DRRO and climate focused feminist organisation and youth climate activist etc.
Climate-induced GBV Risk Mitigation Framework	A conceptual framework linking climate shocks, GBV risks, and resilience strategies for women and girls. Mapping the pathways between climate shocks—such as displacement and resource scarcity—and GBV risks, while providing actionable strategies for resilience-building	Deliver within 6 weeks, ensuring the framework is validated by at least 2 experts in climate change and GBV and aligns with global best practices (e.g., IPCC, UNFPA and IASC guidelines)
Capacity-building Modules	Interactive, gender-sensitive, and context-specific modules on anticipating, coping with, and recovering from climate-induced GBV risks and resilience strategies.	Develop within 10 weeks, ensuring modules are tested for cultural relevance and include at least 5 case studies and 3 practical exercises per module.
Facilitator's Guide	A step-by-step guide for trainers/facilitators to deliver the modules effectively, including tips for engagement	Submit within 12 weeks, ensuring the guide is user-friendly and includes at least 3 role-play scenarios and 2 evaluation checklists for each module.
Resilience	A customizable template for women and	Develop within 13 weeks,

Plan Template	girls to develop personalized resilience plans for climate-induced GBV risks.	including at least 5 quantitative indicators (e.g., % increase in knowledge) and 3 qualitative indicators (e.g., participant feedback on confidence in coping strategies).
Knowledge Sharing Workshop	A workshop to present modules and resilience plans to stakeholders and gather feedback and address those.	Conduct within 14 weeks, with at least 30 participants from diverse sectors, and produce a workshop report with actionable recommendations for scaling.
Final Module along with necessary annexes	A comprehensive report documenting the entire process, findings, and recommendations for future scaling, including lessons learned and best practices for integrating climate change and GBV risk mitigation.	Submit at least one week before the end of contract date.

1.

F. Duration of the Agreement:

This contract will be effective from 01 April 2026 – 30th June 2026.

G. Location

The project is being implemented in Dhaka.

H. Timeline:

This Consultancy work is expected to require 40 days to be completed within launching the assignment.

I. Financial Proposal

Hiring consultant will submit a financial proposal or price Quotation to AAB for the listed deliverables in section.

J. Payment Process:

The payment will be done according to the following time frame/arrangement:

Instalments	Amount	Deliverables
1 st instalment	30% of the total amount	After Inception Report
2 nd instalment	40% of the total amount	After Submission of draft modules and draft resilience framework
3 rd instalment	30% of the total amount	After satisfactory completion and submission of all documents and final output and accepted by AAB.

K. Reporting:

The consultant/firm will work under the overall supervision of the Project Manager and collaborate closely with the GBViE Program Officer from UNFPA for technical oversight and guidance. The consultant/firm will ensure alignment with UNFPA's standards and methodologies while delivering the expected outputs.

L. Competence required

Education:

Advanced university degree (master's or PhD) in Women and Gender Studies, International Development, Law, Social Sciences, or a relevant field

Required Experience

- Minimum of 8 years of professional experience in gender equality and GBV programming, with a preference for experience in GBV and disability inclusion
- Proven track record of conducting field-level assessments and working with organizations to design and implement gender-sensitive interventions
- Proficiency in using computer software packages (e.g., MS Word, Excel, PowerPoint) and data visualization tools
- Strong report drafting and finalization skills in English, with the ability to produce high-quality, analytical documents
- Flexibility and willingness to travel to remote and hard-to-reach districts for data collection, consultations, and program implementation
- Previous experience working with UNFPA or other UN agencies in Bangladesh is highly desirable.

Deadline for Proposal Submission: 12 May 2026

- Please click below the link to submit your proposals

Link: <https://jobs.actionaidbd.org/consultancy>

Disclaimer: ActionAid Bangladesh reserves the right to accept or reject any or all applications without assigning any reason thereof